

r on shifting road goods the railways alleged

Transport and General Workers' Union is threatening to "black" companies to change goods traffic from road to rail according to evidence in confidential papers being exchanged among the railway unions, the TUC which represents Britain's lorry drivers has warned companies unofficially that their retaliatory action would affect distribution and production capabilities.

locking' of customs depot by dockers

Christopher Thomas reporter

that companies have entered into union agreements "if they attempt to receive agents left at Didcot with a long-term future. None of the agents operating at Didcot could possibly take on the TGWU and hope to survive."

The issue is viewed with alarm by officials of the National Union of Railways, biggest of the rail unions, and the Association of Locomotive Engineers and Firemen (Aslef), the drivers' union.

According to the Railway Invigoration Society, a pressure group, companies that have abandoned plans to switch traffic from road to rail include Rowntree Mackintosh, which was prepared to send scores of tons of confectionery a day by rail from York to Norwich.

It states: "The British Leyland car train from Croydon to Bathgate (Scotland) has been stopped and the proposal to move grain by rail to the new Courage brewery in Reading has been rejected due to TGWU pressure."

The Greater London Council has also been involved. It said in a report of a survey of several businesses that three companies had indicated that there were constraints on switching traffic from road to rail because of likely reaction from lorry drivers' unions.

The Greater London Council's attitude is clearly pro-road jobs. In Southwark, for example, dockers, who are redundant through increased container traffic, have "locked" contractors to Didcot inland distribution near Reading.

ANARMISH Rail, manager of a depot between the TGWU and British Rail official has written to an MP that enterprises of big companies remain reluctant to discuss the possibility of moving traffic by rail because the GEC's influences might halt distribution and production.

MASSACHUSETTS manager Minkins marketing manager of BR Western Rail continued: "The spread of membership of the TGWU WIRLUM has many aspects of total control and aggression in one area can readily be spread to other areas - demonstration of political muscle by the TGWU pressure."

The Greater London Council has also been involved. It said in a report of a survey of several businesses that three companies had indicated that there were constraints on switching traffic from road to rail because of likely reaction from lorry drivers' unions.

"The attitude of the unions," it added, "is clearly an important factor in any large movement of traffic from road to rail." The three companies named were Bass Charrington, Hoover and British Road Services.

British Rail, which also took part in the survey, reported that there had been consistent reference "to the protective attitude of the road transport trade unions towards jobs in the industry".

It added: "In most cases, arguments about fuel economy and the environment held no sway even where a shortage of drivers existed. The intention is to protect jobs, not necessarily persons."

Mr Jones says: "The first minute on a list of British Rail reports which they indicate is close. The majority of forwarders felt that their business was too much at risk in defiance of workers, and only one of

ab hijackers surrender after disowning leader

Saint Louis, July 10.—The 48-hour drama of a Kuwaiti aircraft forced to fly to Damascus ended peacefully here today. The six Arab hijackers surrendered to Syrian authorities.

The hijackers held by the Syrians and the British air crew were unharmed and were reportedly in healthy condition en route to an unknown destination in Syria.

The surrender came after negotiations between hijackers and Palestinian officials here. Syrian officials in the background.

Airliner, a Boeing 707 to Kuwait Airways by Midland Airways, was handed over on Friday night leaving Beirut. It was headed for Damascus.

Judith Croasdell, walked away from airplane.

biggest Palestinian guerrilla group, and the guerrillas moved as a whole.

But Syrian sources said Abu Saad's companions agreed to

surrender after finding that his relief crew headed by British



Four Royal Navy Phantom jets flying over London past the Post Office tower yesterday as part of the Royal Tournament preview display

Signs of progress as Salisbury talks end

From Frederick Cleary

Salisbury, July 10

The Anglo-American settlement team of Mr John Graham from the Foreign Office and Mr Stephen Low, the United States Ambassador to Zambia, left Salisbury today after what appears to have been substantive and successful talks with the Rhodesian Government, African nationalists, and other interested parties.

The envoy ended their busy programme in further talks with senior government officials. They also had a short meeting with Mr Ian Smith, the Prime Minister.

One important point which has emerged from the discussions is the apparent Rhodesian acceptance of a British-controlled transitional government if the overall constitutional objective as initiated by Dr Owen, the Foreign Secretary, is successful.

According to sources close to the talks team the transition period from the present Government to one emerging from a general election would be from three to six months.

Previously, the Rhodesians objected to direct British rule in any form but it is understood that this factor has now been described as the "least controversial" of the main issues covered.

Mr Graham flew to Maputo this afternoon to try to persuade Mr Robert Mugabe of the Patriotic Front to adopt a more conciliatory attitude to the Anglo-American proposals than

the Rhodesians.

The field of law and order presents difficulties. All sides agree that the transfer of power must be orderly and there should be a ceasefire, but no one can be certain that all the guerrillas will accept a ceasefire order.

Sources close to the talks said that although the existing Rhodesian security forces were first class and reliable, their commanders were treated with suspicion and even hostility by most of the nationalists. One reason for the direct British rule in any form but it is understood that this factor has now been described as the "least controversial" of the main issues covered.

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HOME NEWS

Doctors and dentists to see Mr Callaghan over resentment on pay

By John Reifer
Health Services Correspondent
Doctors' and dentists' leaders will see the Prime Minister on Wednesday to tell him that the disproportionate sacrifices they have made in the interests of phases one and two of the pay policy cannot continue.

The meeting, at 10 Downing Street, was arranged at short notice after Mr Callaghan received a letter from Dr E. Grey-Turner, secretary of the British Medical Association, and Mr Ronald Allen, secretary of the British Dental Association. The recent increase of £208 a year awarded by the Independent Review body from last April is regarded as derisory and doctors and dentists all over the country have made plain their disapproval and disgust.

The review body in its report pointed out that the longer the "anomalies" and injustices created by the application of restraint measures that are unsuited to the pay structure are allowed to continue the more acute they become". It implied that unless changes were made

Ulster MPs' votes for Government uncertain

From Stewart Tander

The Ulster Unionists' parliamentary and party leaders may be heading for confrontation over the question of administrative devolution in Northern Ireland and support at Westminster for the Government.

Mr James Molyneaux, MP for Antrim South, said last week that the party's six MPs had reached an understanding to give Labour tacit support in its struggle to survive in return for progress on several issues, including a regional assembly.

But Mr Harry West, leader of the party, told an Orange Order rally in Glasgow on Saturday that support could not be given to any party at Westminster. "While we in Ulster will continue to pledge our unwavering loyalty to the British Crown we cannot offer that degree of loyalty to any political party at Westminster because of the incompetent manner in which they have dealt with our affairs."

Mr West said yesterday that he would seek a meeting with Mr Molyneaux to clarify last week's report against the party's established policy. He said the party remained firm in rejecting any form of administrative assembly and would continue to call for devolved government in the style of the old Stormont Parliament.

He added: "Here in Northern Ireland we want to make our own laws. I do not think we will enter into a situation like that of the Liberal Party and the Government."

Mr West said he was not clear exactly what Mr Molyneaux had said and what he meant. They would have to discuss that.

Army experts yesterday disarmed 400lb of explosives placed in four milk churns by a road at Lismasticka, co Fermanagh.

Troops saw the churns hidden in a culvert several days ago. A watch was maintained to see if the terrorists responsible for hiding them would return.

The devices would probably have been exploded by remote control. Similar attacks in the past have badly damaged armoured vehicles and injured soldiers patrolling roads near the border with the Irish Republic.

Body snatched

Police were yesterday investigating a case of body-snatching from a graveyard at Broughton Green, Northamptonshire, where intruders took a skull and bones from the remains of a coffin.

Guildhall weddings end

Weddings will cease to be held at Guildhall in the City of London, at the end of this month because there are so few as to be uneconomic.

Tory pledge to cut top income tax to 60%

From Stewart Tander

A Conservative Government would greatly reduce direct taxation, Sir Geoffrey Howe, OC, Opposition spokesman on Treasury and Economic Affairs said on Saturday. He was addressing a Conservative summer school in Cambridge. The top rate of tax on earned income would be cut from 83 per cent to 60 per cent and taxes on saving and investment income would also be cut, he said.

He argued that all parties in Parliament should support an understanding that would assist the return "to responsible and informed bargaining".

That should not, however, involve "a price for union acquiescence in conflict with economic sanity or the interests of the people as a whole".

It should allow for the revision of differentials but also take account of the capacity of companies and nationalised industries to pay.

Sir Geoffrey called for a "sustained and remorseless" reduction of government spending. That did not mean indiscriminate cuts but curbing "the wasteful follies of socialism" such as the funding of North Sea oil.

The fine art of telling the trees from the wood

By Kenneth Gossling

Arts Reporter

Seven nations are taking part in a conference on dendrochronology, the technique of dating timber by tree-ring analysis, that opens at the National Maritime Museum, Greenwich, today.

Dendrochronology was first applied to the study of painting on oak panels by scientists at Hamburg University some years ago; more recently, Dr John Fletcher, of the Research Laboratory for Archaeology and the History of Art, Oxford University, has been studying the process with enthusiasm and considerable success, encouraged by Dr Roy Strong, director of the Victoria and Albert Museum.

Dr Fletcher has studied 180 paintings on oak panels, some from abroad, several from Windsor Castle and national collections. That has meant taking about 40,000 individual measurements. Sixteen of the pictures examined are to be included in an exhibition on dendrochronology at the National Portrait Gallery from July 15 until September 18.

"Paintings can be dated to within 14 years. The trees used for the oak panels were specially selected and only the best part of the stem used. More than 100 panels might come from the same tree, sliced out like pieces of cake."

Dendrochronology has made possible the discovery of the first known portrait of Henry VIII as a young man, beardless, in his early twenties; proved how copies of Holbein's painting continued to be made for specific occasions, after his death; and more or less positively identified a "mystery portrait" from the sixteenth century.

From an examination of that painting Dr Fletcher was even able to track down the source of the timber in the West Country. The painting, he says, probably shows a member of the Bodenham family, an abbot whose order was dissolved in 1539, and the artist is likely to have been a member of a Flemish family in the area in 1545.

The National Gallery, Dr Fletcher says, confirmed the picture, which is in a private collection, because it was not by Holbein; the National Portrait Gallery rejected it because it could not identify the sitter.

The paintings Dr Fletcher has studied are mostly from the Tudor period; panels were not much used after that.

Housing lottery winners should be picked soon

The Greater London Council

will pick the first 100 winners in its new housing scheme by public lottery subject to the approval of the housing policy committee meeting on Wednesday.

The scheme is designed to help first-time buyers with small financial resources to restore substandard homes to good condition for their own occupation.

Mr George Tremlett, committee leader, has said that it would help "to bring back into use and to a reasonable standard the thousands of properties that would otherwise remain empty and further deteriorate".

Successful applicants, who must have lived or worked in London for at least 12 of the last 18 months, will buy the houses at roughly market value. Capital and interest payments will be deferred for three years.

Seismic survey techniques perfected by oil prospectors

Archbishop criticizes hubbub over book

By John Reifer

Health Services Correspondent

The Archbishop of Canterbury, Dr Coggan, said yesterday that the controversial new book, *The Myth of the Incarnation God*, edited by Professor John Hick, had caused "more hubbub than it is worth".

Referring to the miraculous cures carried out by Christ and his disciples, he said they had created "up roar". "It was the religious people, the highly educated theologians, who got it wrong, and, far from praising God, started a theological hubbub. Isn't that pathetic?"

Quoting the words of Christ: "Thou hast hid these things before me, from thy wife and husband", the Archbishop said at a dinner picnic at Walsingham, that intellectualism would not bring one to God.

"There has been published 10 days ago a book that has made more hubbub than it is worth," he said. "It is the task of our theologians to get into the mysteries of the Christian faith. The Church of England has always been insistent on the liberty of scholasticism."

But there were limits to what critical analysis could achieve by itself.

"Although the disciples were not theologians and had not been to college, he said, they had no doubt about the source of their power. "Without him and the power of his divinity, they would have had nothing to preach. Faced with sin, disease and death, they would have been impotent if it had not been for the human divine Christ."



Power boats passing HMS Belfast, London, yesterday, to start a cross-Channel race which, because of bad weather, went no farther than the mouth of the Thames.

Echo-sounder discloses a vast new bed of prime coal under the Welsh valleys

Regional report

Trevor Fishlock
Cardiff

are being used increasingly to chart coal seams. In South Wales the coal board has recently spent more than £225,000 on echo and bore-hole surveying.

Mining in Wales no longer has the "dog-eared" and depressed look it had between 1955 and the early 1970s, when oil was cheap. 90 pits were closed, communities faded, and 50,000 men quit the industry.

The pendulum is swinging back. The 1974 energy crisis led to a revision of ideas in some political quarters that oil was the panacea. Now a lot of money is being spent on research for reserves of coal that will be part of Britain's energy bank in the next century.

If the Margam colliery scheme receives the approval expected, a shaft will be started in about a year and production will begin in 1985.

For the engineers the project is challenging. Geological conditions in Wales make life difficult for men and management and make the cost of winning coal there the highest in Europe. Wales has three-quarters of the British reserves of best coal that lie in three of the seams. It will take more than half a century to extract it. To the north of the area is another reserve, estimated as about thirty productive pits. But extracting Welsh coal, the best, will always be the hardest job in mining.

Mr Philip Weeks, the coal board's South Wales director, said: "While there is a great sense of purpose in the Welsh mining industry which is being steadily shaped, two new mines will open during the next two years and other pits are being lined up underground to make them more efficient. Inevitably, worn-out mines will have to be closed and in 20 years the industry is expected to be stabilized at about 30 productive pits.

But extracting Welsh coal, the best, will always be the hardest job in mining.

Mr Eric Zeckinson, master of the Swedish fishing boat Hafnland, was fined £10,000 at Lerwick Sheriff Court on Saturday for breaking British fishing regulations. His gear, worth £10,000, and catch, worth £5,000, were confiscated. He admitted fishing for pout 35 miles off Orkney.

The court was told that the boat's owners had tried to contact Mr Zeckinson to warn him of the dangers of the fishing. Hafnland's radio had broken down. Sheriff Alastair MacDonald accepted that as a mitigating circumstance.

We have to keep up morale and a high level of investment in our future, and that is what the battle underground against those difficult conditions is all about."

Faulking, enormous press

sures and unpredictability of the geology are prime reasons why only a third of the 41 Welsh pits make a profit and why the antarctic pits have been able to extract only a twentieth of what is known to be lying there. Figures like those emphasize the difficulties that do not do justice to the ingenuity of engineers and to the work of the management and the National Union of Mineworkers in meeting difficulties.

The Dieppe trawler Ally was escorted into Lowestoft harbour, Suffolk, yesterday by the fishery protection vessel Brimton.

Lieutenant A. B. Ross, Commanding Officer of the Brimton, said that a boarding party had been put on the 90ft trawler after she had been discovered 20 miles south-east of Lowestoft.

He said: "Her skipper was asked to accompany us to Lowestoft for further investigation. In light of these, the skipper was told the facts might be placed before the magistrates."

The trawler's catch, mainly whiting, was still on deck when she arrived in port.

The French skipper will be questioned in Lowestoft by a fisheries inspector.

Navy board French trawler

The Dieppe trawler Ally was escorted into Lowestoft harbour, Suffolk, yesterday by the fishery protection vessel Brimton.

According to the organiser, the two main aims of the variety are to help students develop a critical attitude to the material taught in regular university or courses, and to contribute to the development of theory.

The tutors include Stephen Sedley, the barrister who defended the staff at William Tyndale school, public inquiry into its reprofessors from the University and Leicester University school of education.

Dr Istvan Mesterovszky, a Hungarian Marxist, is offering courses on topics as varied as art policy, Ireland, sex, music and recent developments in Marxist theory.

This year's large appeal is regarded as an indication that the party is regaining its position as an important student politics, a position it had been losing since

to Trotskyists and extreme left-wing groups.

Among this week's speakers is Sue Slipman, the communist president of the National Union of Students.

One of the main areas of debate during the week will be the British Communist attitude to Eurocommunism, subject on which it has been notably reticent.

But this year's manifesto is expected to be more militant than ever.

The French skipper will be questioned in Lowestoft by a fisheries inspector.

Swedish skipper fined £10,000

Eric Zeckinson, master of the Swedish fishing boat Hafnland, was fined £10,000 at Lerwick Sheriff Court on Saturday for breaking British fishing regulations.

Mr Zeckinson, who came third and fourth, and who won the runner-up trophy for the regional final in September.

The London B regional final yesterday was attended by 213 finalists, of whom six scored maximum puzzle points for 124.

Prizes were also presented to

Mr Eric Rodick, the runner-up, who scored 72 time bonus points, and to Mr Hugh Peters and Mr Brian Sykes, who tied for third place and also qualified for the national finals.

Raymond Fletcher, pres

London finalists for national crossword championship

By Our Crossword Editor

The London A and B regional finals of the Curry Sack Times national crossword championship took place at the weekend at the Europa Hotel, Greenwich.

Champion when the competition first started in 1970, and Mrs Sally Stevens, a secretary entering for the third time.

Both scored maximum puzzle points of 124 and 75 time bonus points.

For only the second time in the championship's history a tie-breaker was introduced and Mr D. Dean won the title of London A regional champion.

Prizes were also presented by

Mrs Lindsey Ramsey, on behalf of Curry Sack Scotch Whisky, Mr Steven Stevens, runner-up and to Sir David Hunt and Miss Joie Todd, both former national finalists, and who came third and fourth, and who won the runner-up trophy for the regional final in September.

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Cereal crops remarkable for lack of disease

Continued from page 1

below average and barley will be a light crop unless rain comes soon. This must be the driest area in the United Kingdom.

Some farmers south of the border face poor hay crops because of heavy rain at the wrong time. Grass for grazing has been stimulated to quick growth but the last two or three weeks of rain have spoilt all prospects of a bumper hay crop in Dorset. In Bedfordshire "a third of the hay crop was spoilt by rain" and in west Oxfordshire "all hay that had been baled is spoilt owing to lack of sunshine".

Cereals are remarkable for their lack of disease; one contributor said that most varieties of barley grow well enough to keep various bugs at bay but high enough for wheat growth. I think it is too early to talk of record crop because there were a lot of poor plants in May.

Karen, Wales (Wheat), B (barley), O (oats), P (potatoes), S (sugarbeet).

Some farmers south of the border face poor hay crops because of heavy rain at the wrong time. Grass for grazing has been stimulated to quick growth but the last two or three weeks of rain have spoilt all prospects of a bumper hay crop in Dorset. In Bedfordshire "a third of the hay crop was spoilt by rain" and in west Oxfordshire "all hay that had been baled is spoilt owing to lack of sunshine".

Cereals are remarkable for their lack of disease; one contributor said that most varieties of barley grow well enough to keep various bugs at bay but high enough for wheat growth. I think it is too early to talk of record crop because there were a lot of poor plants in May.

Karen, Wales (Wheat), B (barley), O (oats), P (potatoes), S (sugarbeet).

Some farmers south of the border face poor hay crops because of heavy rain at the wrong time.

COMMUNIST NEWS

Communist 'benefited by £100m' in first EEC years in EECBy Alan Hodge
London CorrespondentThe Communist Staff
of the United Kingdom, one of the Marxist parties already reached the total of £1,500m in imports since entry, the European Movement

The summer statement is made in a Communists' Benefits of Membership pamphlet published on Saturday. It began with a swelling of a campaign slogan: "Our left, that entry on the new road, the cause of the Road to Socialism, rising prices be offered economic failures?"

The annual report of EEC losses and November, the United Kingdom.

According to the accompanying two reports, the European Movement has developed a range of former European regular universities in a forward theory.

The two main documents used by Stephen Selsky, anti-Marxists who defend mechanically repudiate William Tizard's verdict they public inquiry opened the whole issue of the membership of the University of the United Kingdom.

Dr Ivan Williams, that nothing could be guaranteed to give the world's worst of all worlds: offered to Community members with a vicious music and politics destroy in Mexico the inventors and Comintern partners.

This year, the position as a member of the EEC, Lord Thomson, it is the political case to be a member that remains fundamental and consistent. Among the current state of the community: she has destroyed inter-

Copter takes off**Hospital**

One of the British members of the European Parliament, Mr. Peter Hall, was admitted to hospital after suffering from the British with a decompression chamber at a hospital in Northern Ireland by an RAF pilot yesterday. So that he could not be affected by the pressure of the aircraft flew at 500 ft above sea level, north Wales, to hospital for treatment. Tony Reynolds, aged 24, was in the decompression chamber at Cefn-y-Cwm in Gwynedd. He was able to leave hospital the following day.

Reynolds came home on England three weeks ago from where he has been working on oil rigs. After a night of sport at Anglesey, he fell ill at home and was taken to his home in Bangor. He was admitted to hospital at Rhyl, north Wales, to undergo surgery.

Mr. Eric Moonman, Labour MP for Basildon, is also asking Sir John Hunt, Secretary of the Cabinet, to conduct an inquiry among civil servants.

As reported in *The Times* on Saturday, a Green Paper on schools in England and Wales, submitted by Mrs. Williams after half-a-dozen redraftings, was rejected by the Cabinet on the grounds that it was imprecise, too tentative, lacking in coherence and style, over-long and radically unsatisfactory.

"This could only have come from civil servants or Cabinet ministers," Mr. Moonman said. "The type of leak about Cabinet members, Cabinet meetings and about individual attitudes

Invert Bank loans
£500
£100 & £200 grants
£100
£50
£25
£15
£10
£5
£2Housing grants
£100
£50
£25
£10
£5
£2**Commons on the air six months early**

By Kenneth Cosing

Sound broadcasting of Parliament is expected to begin about six months earlier than was originally thought.

A permanent service will begin next February, but limited coverage will start in November, including the opening of the new session by the Queen.

The Prime Minister's enthusiasm for the project and the keen interest of Mr. Foot, Leader of the House of Commons, are understood to be the reasons for the change of plan.

Priority will be given to making the necessary alterations to a former doorman's room in the centre of the Palace of Westminster, from which the broadcast signal will originate, instead of the BBC to furnish its electronic equipment by late summer or early autumn.

That would enable the occasional live broadcast to take place in November, although there would not yet be accommodation for editorial staff and recording channels. The permanent accommodation at Norman Shaw South, in the old Scotland Yard building, will not be ready until October 1979.

Mr. Peter Hardiman Scott, chief assistant to the director-general of the BBC, said: "It seems a long way off but we had to admit reluctantly that it was a realistic estimate as far as the Department of the Environment was concerned."

In the meantime, the broadcasters will work from temporary accommodation at 1 Bridge Street, which is used by MPs from time to time and will be returned to them later.

Mr. Scott welcomed the fact that the Government will meet half the cost of the £50,000 needed to prepare the premises.

The BBC will need about three months to move in its equipment. Big debates will be broadcast live, the rest recorded.

Running costs of the permanent service are expected to be about £270,000 a year.

Inquiry into Green Paper 'leak' demanded by MP

The Prime Minister has been asked to investigate a Cabinet "leak" the object of which, an MP said yesterday, might have been to "damage the personality and role" of Mrs. Williams, Secretary of State for Education and Science.

Mrs. Williams added that she had no doubt that a new referendum would still return a convincing majority in favour of staying in the EEC. "We have allowed this issue to preoccupy us for too long."

The BBC will need about three months to move in its equipment. Big debates will be broadcast live, the rest recorded.

Running costs of the permanent service are expected to be about £270,000 a year.

The Queen to tour Anglia and North-east

Immigrants' language difficulties 'neglected'

By Peter Godfrey

An estimated 300,000 people at work in Britain have an inadequate command of English, the National Centre for Industrial Language Training said last night. Of those, about a third barely speak the language.

Mr. Tom Jupp, the centre's director, said that lack of funds and awareness was leading to neglect of the immigrant worker's language difficulties.

Local authorities, which provide a proportion of the money for industrial language classes, are not in a position to give more help because of financial pressure on them, he said.

Last year the centre sponsored courses for 3,000 immigrant workers in factories, hospitals, workshops and hotels.

"We have got to find ways of developing language courses on a larger scale, particularly where there has been a good response from employers," Mr. Jupp said.

The supervisors are kept informed of the class's progress,

and asked to help with the introduction of simple phrases, such as "Excuse me, please," I see".

The teaching overlaps into the women's personal lives. They are shown slides of kitchen scenes and asked to describe the various stages of cooking depicted, and are taught how to address a doctor or schoolteacher. Most of them agree that the classes have increased their confidence although as one put it: "Still sometimes first speaking no understand."

Mr. Thomas Mason, managing director of the laundry, which supplies £5 a head for each worker's 40 hours of tuition, felt that the investment had benefited the company. "The women are more receptive to instruction, and communication is now a two-way process instead of just from top to bottom," he said.

Schemes have been notably successful in Lancashire, Yorkshire and the Midlands. More often, however, employers are wary of holding classes on their premises because they encroach on working hours and may be considered a tacit admittance of poor industrial relations. One of the most persuasive arguments put to such employers is that some of their immigrant workers are probably unable to read companies' fire or safety regulations, as well as being limited in their understanding of instructions.

Language training begins at 7.30 am at the Anglo-American Laundry in Tooting, South London, where the general office is transformed into a classroom three times a week

for two carriages to drive to a reception.

In York the Queen is scheduled to stop for two minutes before travelling to Beverley and to Hull, where she will rejoin the royal yacht.

On Thursday the Queen will disembark at Tees Dock, where she will open No. 2 Quay before seeing displays by schoolchildren in Cleveland, and visit Middlesbrough Comprehensive School.

Tomorrow afternoon, the Queen will be in Sheffield and Barnsley where schoolchildren will give gymnastic displays. Later, at Leeds, she will dine in the Civic Hall. At the Town Hall, representatives from youth organizations will be presented.

A reception will be held tonight on the Royal Yacht Britannia at Felling before it sails for Grimsby for the town of Humberside and Yorkshire.

Tomorrow, the Queen will open a garden for the blind which has been laid out by young people at Hayton Park, Grimsby, to order the release of mail for the company.

She will then go to the Great Yorkshire Show at Harrogate and the royal party will trans-

Opposition to export of Mentmore furnitureBy Our Arts Reporter
Objections to export licences for items of antique furniture sold at Mentmore in May will be considered tomorrow by the Reviewing Committee of the Export of Works of Art.

The committee can suspend an export licence if it thinks a national collection should be given the chance of buying it.

Four of the applications that concern Mentmore pieces, purchased for a total of nearly £20,000. A public announcement is made when a licence is suspended.

With many more objections to be considered, the committee is expected to devote several future hearings to considering whether items should be allowed to leave Britain.

Mr. Patrick Corrigan, Conservative MP for Staffordshire south-west, said yesterday that the number of licences applied for was likely to exceed 300.

Strike warning by teachers over job losses

Members of the National Union of Teachers in selected schools in Oxfordshire will be called out on strike in the autumn term unless a dispute with the local education authority over cuts and the loss of 344 teaching jobs is resolved.

Mr. Fred Jarvis, the general secretary, said after an executive meeting at which the strike decision was taken, the representatives of the authority would meet Mrs. Williams, Secretary of State for Education, today.

The executive also decided to call a half-day strike on September 5.

Record number of girls belong to Guides

Membership of the Girl Guides Association in the United Kingdom has reached a record total of 371,247 despite a falling figure published yesterday.

An increase of 17,800 in the past year includes gains in every uniformed section and every region.

The figures are: Brownies (seven to 10 years) up by 6,247 to 415,716; Guides (10 to 15 years) 7,708 to 326,592; Ranger Guides (14 to 18 years) 1,363 to 21,631; young leaders (16 to 18 years) 159 to 4,880; adult leaders (uniformed) 2,245 to 70,033.

Self-employed in protest against the 'closed shop'

By Penny Symon

About 300 supporters of the National Federation of Self-Employed marched to Downing Street yesterday after a rally of MPs from time to time will be returned to them later.

Mr. Scott welcomed the fact that the Government will meet half the cost of the £50,000 needed to prepare the premises.

The BBC will need about three months to move in its equipment. Big debates will be broadcast live, the rest recorded.

Running costs of the permanent service are expected to be about £270,000 a year.

The Queen to tour Anglia and North-east

By Penny Symon

The Queen will spend this week in East Anglia, Yorkshire and the North-east, on the third of her silver jubilee progresses round the kingdom.

The Queen flies to Norwich airport today and drives through the city to see thousands of schoolchildren in a gymnastics dancing display. She will lunch at County Hall, and fly to Ipswich airport for a rally in Hyde Park against the "closed shop".

A letter to the Prime Minister protesting about the refusal of trade unions to handle the goods and services of the self-employed and small businesses was delivered by Mr. Brian Kelly, secretary of the federation.

Mr. Kelly had told the rally that non-union lorry drivers owning their own vehicles were frequently not allowed onto sites to deliver goods.

He accused the Government of "turning its back" on the Grunwick dispute and called on Mr. Callaghan to order the release of mail for the company.

Mr. Kelly said he would be asking Sir John for an inquiry into whether a civil servant was responsible, and would ask Mr. Callaghan to make an inquiry among his Cabinet colleagues.

As reported in *The Times* on Saturday, a Green Paper on schools in England and Wales, submitted by Mrs. Williams after half-a-dozen redraftings, was rejected by the Cabinet on the grounds that it was imprecise, too tentative, lacking in coherence and style, over-long and radically unsatisfactory.

Commenting on the consultation document on noise disturbance from aircraft noise, issued in March by the Department of Trade, the committee accused the Government of underestimating the nuisance caused

Night flights at Heathrow, Gwernick, Stansted and Luton airports should be banned immediately, the Committee for Environmental Conservation says in a statement today. If that is not possible, however, a programme to stop night flights within three years should be instituted.

Mrs. Williams is widely seen as a "moderate" standard bearer in terms of a future leadership struggle in the Labour Party.

One of a pair of Louis XV jardinières and stands by Thomas Germain, Paris 1744-50. £300,000.

The pure chemical mixture made in the laboratory was too expensive for regular use; a solution made from an extract of sprats was found to be equally effective.

The research was done by Dr. A. M. Macleod, and Dr. P. T. Grant, International Marine Biology Laboratory, and Dr. R. G. Shenton, Marine Laboratory, Aberdeen.

The work was done by Dr. P. Wright, Science Correspondent. Source: Natural Environment Research Council's New Journal, vol. 2, 4.

A silver gilt ewer by Adam van Vianen Utrecht, 1614. £164,686.

One of a pair of Louis XV tureens and stands by Thomas Germain, Paris 1726 and 1728. £363,636.

The most expensive silver sold at auction.

Christie's. The First Fine Art Auctioneers-since 1766.

Christie, Manson & Woods Ltd, 8 King Street, St James's, London SW1Y 6QT Tel: 01-839 9060 Telex: 91648.

Foreign Office and Commonwealth Affairs, June 29.

Diplomatic allowances: In 1976 £3,512,229 was paid in allowances to members of the diplomatic service in respect of children attending boarding schools in the United Kingdom and overseas.

Transport: June 29. Foreign Office and Commonwealth Affairs, June 29.

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WEST EUROPE

Pope treads cautiously in Lefebvre affair

From Patricia Clough

Rome, July 10

The Vatican reserves the right to take the "appropriate sanctions" against Mgr Marcel Lefebvre, the rebel traditionalist archbishop, but must proceed with patience, caution and objectivity, the Vatican spokesman said this weekend.

The comment by Father Romeo Penciroli broke the silence which the Vatican has maintained since Mgr Lefebvre disobeyed the Pope and ordained 14 priests and 22 subdeacons at his headquarters at Ecône, Switzerland, two weeks ago.

The ordinations were the culmination of more than a year of defiance by Mgr Lefebvre who has attracted a sizable following of traditional-minded Roman Catholics with his insistence on celebrating the superseated Tridentine Latin Mass and his rejection of reforms introduced by the Pope and the Second Vatican Council.

The Pope has long tried to avoid a split by using patience and persuasion, even though Mgr Lefebvre repeatedly defied him by performing priestly functions such as holding confirmations, ordinations, preaching and saying Mass in public.

More recently the patience has given way to ever sterner warnings, culminating in a letter stating that the ordinations on June 29 would make his breach with the church irreparable.

Father Penciroli said today that the Pope's statements on the subject "not only remain unchanged but acquire greater force."

This applies not only to Mgr Lefebvre but also to the priests ordained by him and those who support his behaviour and thus worsen the scandal of the deplorable position he has taken."

This case of such flagrant dissidence causes a sense of deep grief and spiritual bitterness, Father Penciroli said.

"It is understandable that the Holy See must proceed with patience, caution and due objectivity, always taking into account . . . the common good of the people of God and reserving the right to take recourse to the appropriate canonical sanctions."

Father Penciroli's statement makes it clear that the Vatican is approaching the problem of Mgr Lefebvre with the maximum care.

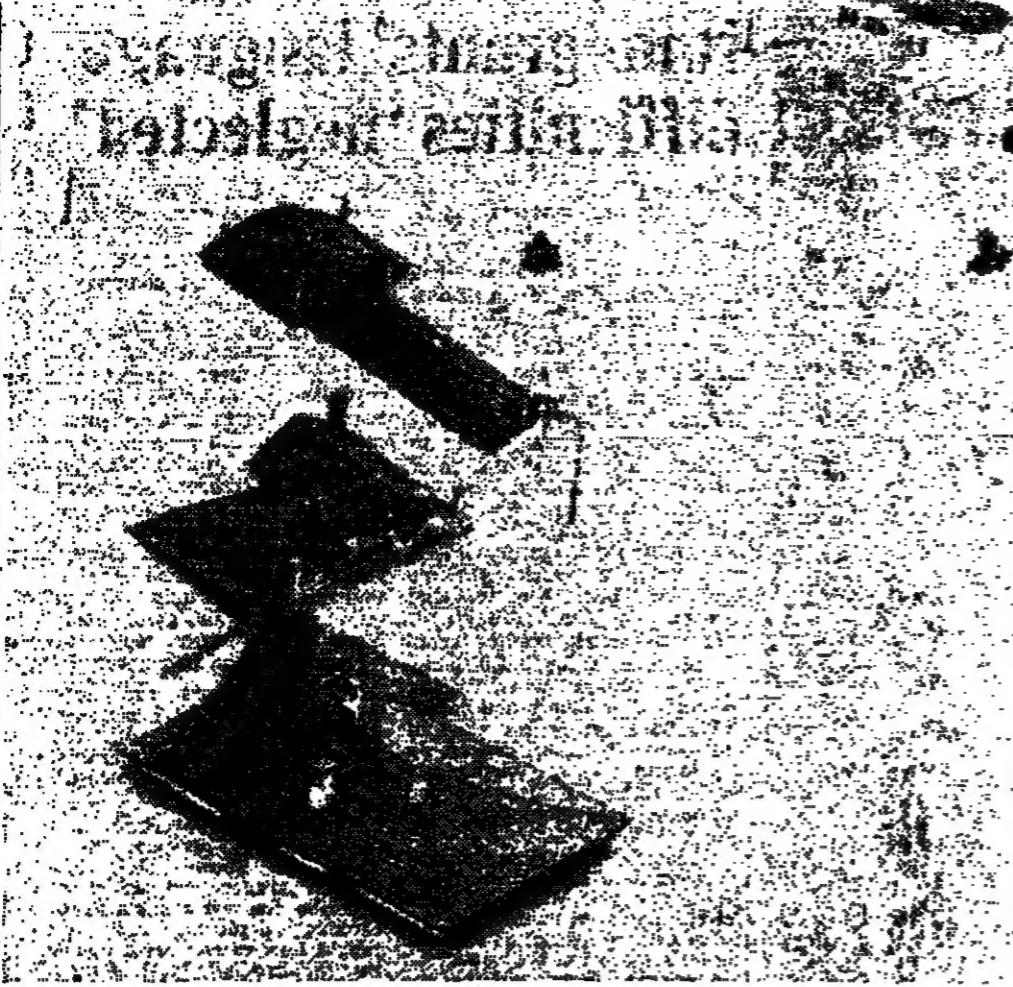
Mexico City, July 10.—Mgr Lefebvre will not be allowed to celebrate Mass or administer the sacraments in Mexico, Cardinal Dario Miranda, the Primate of Mexico, announced today.

Mgr Lefebvre, who is now in Dickinson, Texas, to consecrate a church, had been expected to arrive in Mexico tomorrow. The Mexican Government yesterday issued reports to its diplomatic missions abroad to refuse to issue him a visa.

Cardinal Dario Miranda said any person who sought religious comforts from Mgr Lefebvre would be committing a grave error by encouraging a schism.

Dickinson, Texas, July 10.—Mgr Lefebvre consecrated the Queen of Angels Chapel in a solemn pontifical high Mass today. It will be a regional headquarters for his Society of St. Pius X.

He said he had not yet decided whether to visit Mexico as earlier announced—Agence France-Presse and UPI.



Flooded houses near Auch just managing to keep their roofs above water.

Campers missing in floods

From Charles Hargrove

Paris, July 10

At least 11 persons have drowned and 19 are missing after the storms and torrential rains which swept through south-west France on Friday and yesterday.

In the department of the Gers, the flooded river of that name carried away two bridges in the town of Auch. Many roads have been cut by the raging waters, and the Bordeaux-Marseille railway line was also cut.

Torrential rain has also

caused damage in other regions. At Montpellier cellars and shops were flooded. The streets of Nevers were under 3ft of water.

Looting broke out in the shops damaged by the floods. One man, who was caught rifling a furniture store, was sentenced to three years' imprisonment.

The three departments of the Gers, the Garonne and the Haute Garonne have been hardest hit. Holiday makers and campers in the Gers are among the missing. They were caught unawares by fast rising flood waters.

M Barre, the Prime Minister, said yesterday that 1m francs (£120,000) would be made available immediately.

Torrential rain has also

Three more political parties are legalized in Spain

From Harry Debelius

Madrid, July 10

The Spanish Government this weekend legalized a political party headed by a claimant to the throne of King Juan Carlos, and two other parties to the left of the Communist Party.

Señor Rodolfo Martín Villa, the Interior Minister, said yesterday that the new Government of Señor Suárez had decided to grant legal recognition to the Carlist Party, whose president is Prince Carlos Hugo de Borbón, as well as to the Revolutionary Workers' Organisation (ORT) and the Spanish Workers' Party (PTE). He said that other parties awaiting legalization would be recognized shortly.

Immediately after the announcement, the state-run radio interviewed representatives of the various parties by telephone, including Prince Carlos Hugo in France and the secretary-general of party, Señor José María de Zabala, in Valencia.

The prince hailed the measure and said that he assumed

that the Government's decision meant that he would be allowed to enter Spain in the near future. He and his family, who might be compared with the Jacobites, were expelled by General Franco in December 1969, shortly after the dictator had publicly named Prince Juan Carlos as his eventual successor.

All three of the newly legalized parties presented candidates in the June general election, but not under the names or symbols of their parties. They used a legal loophole which allowed the presentation of "independent" candidates.

Several hundred members of the PTE celebrated their legalization with a peaceful demonstration in Madrid yesterday.

Madrid, July 10.—Carrying flags and nationalist maps, Basque activists set out today on a 1,125-mile "freedom March" for regional autonomy and amnesty.

The march will end on August 28 in Vitoria. It began from four separate points in the Basque region. It has not been authorized by the Government, but is not expected to be banned—UPI.

The prince had the measure and said that he assumed

Waste problem delays Austria's A-power station

From Our Correspondent

Vienna, July 10

Austria's projected Zwettendorf nuclear power station "will be started up when a solution for the dumping of atomic waste has been found which is politically acceptable and technically feasible", Dr Bruno Kreisky, the Chancellor, said in his annual speech to the Federal Assembly yesterday.

The construction of Austria's only nuclear power station was authorized when the Socialist Party was in opposition. Today, the major opponents of the project are the Christian Democrats.

Zwettendorf had been intended to be operational this year. It would have been brought into use—but for the failure of all concerned to agree on a site for the dumping.

As in almost all atomic energy producing west European countries, there have been anti-atomic energy demonstrations. The latest attracted about 5,500 demonstrators and, mainly because of the intimidating precautions taken by the authorities, it passed without incident.

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demonstrators and, mainly because of the intimidating precautions taken by the authorities, it passed without incident.

The 739 people evacuated from their homes in the most seriously contaminated area, only one woman took part in the procession on tractor-drawn farm carts bearing slogans such

as "Breathe deep, breathe hard, this is the air of death" and "You can't buy and sell people's health".

Otherwise the little industrial town on the outskirts of Milan was silent, and virtually deserted. Many inhabitants, including survivors, were on hold-day.

One year after the disaster, the extent of human and ecological damage caused by the explosion is still not clear. It is not even known for certain how much dioxin escaped.

For lack of experience with this relatively new chemical, scientists have been unable to agree on its probable long-term effects and how to get rid of it.

Risk of a second Angola

page 12

People of Seveso ignore disaster anniversary

From Our Correspondent

Rome, July 10

Only about 20 inhabitants turned out today to watch a procession in Seveso of about 300 people, organized by left-wing groups, marking the first anniversary of the dioxin pollution disaster. They marched through the area contaminated by the poison which escaped during an explosion in the nearby Icmesa chemicals factory.

The 739 people evacuated from their homes in the most seriously contaminated area, only one woman took part in the procession on tractor-drawn farm carts bearing slogans such

as "Breathe deep, breathe hard, this is the air of death" and "You can't buy and sell people's health".

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page 12

Risk of a second Angola

Overseas

Amputation of hand introduced by Pakistan's military rulers as penalty for theft and banditry

Islamabad, July 10.—Pakistan's new military rulers tonight introduced the Koranic penalty of amputation of the hand for people convicted of theft and banditry. Amputation would be carried out by a surgeon in public or in prison and using local anaesthetics, a martial law decree said.

Pakistan is the only country other than Saudi Arabia to introduce amputation.

union activities, declaring that no meetings, strikes, demonstrations or displays of political and trade union flags and signs will be permitted in the country.

The four-man council, led by General Zia ul-Haq, who seized power on July 5 and proclaimed martial law, has taken several steps in recent days to ensure peace.

Authorities have cancelled all gun licences issued this year amid reports that People's Party workers had been issued arms indiscriminately for use against Opposition supporters.

Ordinary trade unionists are to be punished by three years' hard labour.

Any disobedience or orders

given by the martial law

authorities renders offenders liable to five years in prison and 20 lashes, the code specifies.

Political activities are punisheable by five years' hard labour.

The code provides for the creation of special and summary military courts to try offences against the rules laid down by the military authorities. The military authorities' decisions are final and no appeals are permitted—Reuter and Agence France-Presse.

Hassan Ahsan writes from Islamabad: "Pakistan's ruling military council has tightened its ban on political and trade

workers since its overthrow last Tuesday. Mr Bhutto, who is reported to have urged them to keep themselves in readiness to resume political activities.

Mr Bhutto's message was reported by his wife, Mrs Nasrat Bhutto, in an article in Masud Mahmud, until last week Director-General of the force.

This force is believed to be about 30,000 strong and operates

under the federal Interior Ministry. Its members served as storm troopers for Mr Bhutto.

Lieutenant-General Jamshed Arbab, corps commander and martial law administrator of Sind, said in an address to civil servants at Karachi that the seizure of power last week was necessary to prevent civil war.

Even if the ruling and Opposition parties had reached a settlement on holding new elections, General Arbab said, the possibility was that civil war would have taken place because both sides were arming themselves with weapons for attack on each other during any future election campaign.

General Arbab has suspended all promotions and transfers of civil and police officials made after April 15. The Opposition had been alleging that the People's Party had carried out widespread transfers and promotions of officials in order to place its own sympathizers in key posts with a view to winning any forthcoming elections.

In his first message to party workers since his overthrow last Tuesday, Mr Bhutto, who is reported to have urged them to keep themselves in readiness to resume political activities.

Mr Bhutto's message was reported by his wife, Mrs Nasrat Bhutto, in an article in Masud Mahmud, until last week Director-General of the force.

At Beirut airport, five fellow hijackers waited for the flight to Paris and were stopped at security checkpoint at boarding gate. All were arrested.

A traveler at the airport later that he saw the six being hustled through security check by two soldiers in Syrian army uniform.

Syrians, of course, provide bulk of the Arab League's keeping army in Lebanon.

Mr Saed might have charmed his arm if he had been a good gam but there is ample proof of the was not. In the last six weeks of the Lebanese civil war, well-dressed, moustachio figure could be seen night at the King's Hotel in Raouche-Beyrouth, playing poker with friends, making a glass Scotch last evening losing tens of thousands of Lebanese pounds.

He was at the time working for Tass and was in charge of the telephone exchange in devastated centre of Beirut.

Mr Saed was levying extortions tolls at the time on anyone wanted to keep their telephone connection.

Mr Saed, however, did need to be a gambler to take over the British-owned Boeing.

Kuwaiti, he and friends negotiated in apparent friendly liaison with authorities releasing their passengers and persuading Kuwaiti Government to release aircraft for a flight to South Yemen. Mr Saed said vaguely about the hijack have taken place because of internal Palestinian trouble.

With \$4 results confirmed, by

2 am the ruling party had captured 40 seats, mostly in local constituencies where it is traditionally strong. These gains are likely to dwindle to a fine balance towards the end of the count tomorrow. The Socialists

had won 10 seats, the Komite Party 2 and conservative independents 2. The Liberal Democratic needs to make gains in the local voting, as they widely expected to lose five seats in the national ballot.

Members of the Upper House are elected on two levels every three years, when half of the 252 members are forced to step down. Seventy-six of the 126 vacant seats are allocated to local mostly rural constituencies and the rest returned by a national vote, the results of which are not expected before tomorrow.

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expected to lose five seats in the national ballot.

A PLO representative from

Kuwait and a Kuwaiti secret

official flew the last leg of a

journey with Mr Saed who reported to have been offered safe passage out of Syria.

In Beirut, the Palestinian

who do not like Mr Saed are

wondering if someone wants to put pressure on the oil-rich

Kuwaiti Government.

One of Mr Saed's former

gambling partners—a man who

regularly feeds to point up the

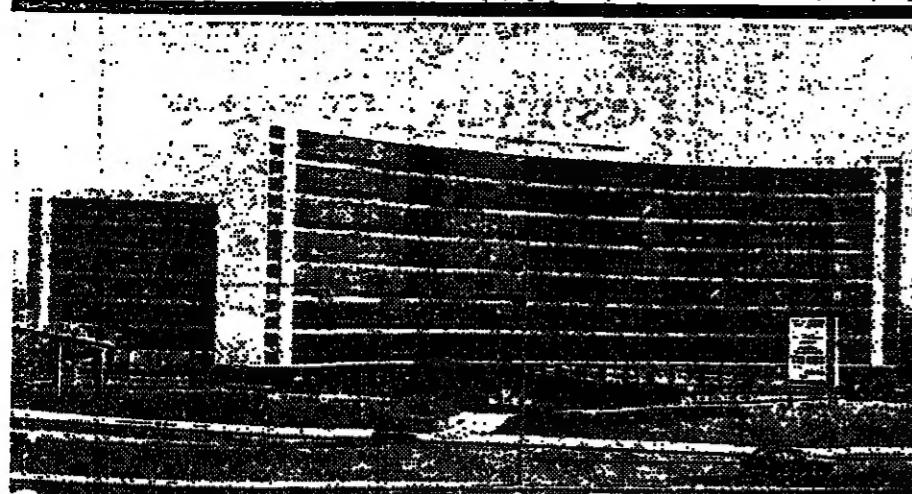
greediness of his friends—sus

pected that the hijack leader

would try to travel to London.

For the rumour among the

Commercial Property



The Brentfield Development, Stonebridge Park, London, which has been acquired by the Combined Petroleum Companies Pension Fund.

Attracting overseas investors

A pound which is cheap in relation to foreign currencies and other inducements, not least the basic stability of the country, have been attracting overseas industrialists and investors to Britain for some time. Individual cities and towns have not been slow to take advantage of the situation to ensure that their particular area is equally attractive or whatever advantage is present.

Among the latest is Rugby, which is seeking to make the most of its central position close to three motorways and with access to Birmingham and London. This major industrial area throughout Europe will receive details of about 200,000 sq ft of warehousing, factory and office space at present available in Rugby, and 32 acres of industrial land ready for immediate development. An amazing detail of the campaign is that Rugby Commercial Developments Committee has agreed to help to sponsor it in time for London to Sydney, early next year.

In the same spirit of attracting overseas industrialists Northampton Development Corporation has appointed KFR Vastgoedadviseurs, the Dutch arm of Knight Frank and Partners, to promote in The Netherlands KFR's expanding town facilities. It has already been selected by a number of Dutch operations requiring a base from which to distribute goods within the United Kingdom.

In Park Royal, north London, the Graylaw Group has submitted plans of 4,500 sq ft for the development of about 100,000 sq ft of warehouses and factories. The site has frontages to Cumberland Avenue and Whitley Avenue, and Graylaw plans to build 14 units of 2,000 sq ft each to 11,200 sq ft. A larger unit design will enable larger units to be made available.

Work is due to begin in September with completion due about the middle of next year. Finance for the scheme, which includes a 10-storey tower of value of about £250,000, has been arranged by Wrentham and Co. of Manchester, and Stephen B. Wright, with international clients of Barford Thorpe and partners of London. All three areas have been retained for letting.

In another transaction Dimsdale Developments (South-

east) in conjunction with Crown Properties, a wholly-owned subsidiary of Associated Newspapers, has purchased the former British Pectin House, 100 Newgate Street, London, from the liquidator of Metropolitan Property Holdings. The site of 1.75 acres to north of Heathrow Airport and some 15,000 sq ft of office space in four floors has been completed, with three units let. On the remainder of the site, which is zoned for industrial use, Dimsdale has submitted a planning application for a further 25,000 sq ft to be available in modules of 5,000 sq ft. Construction is expected to be completed by the end of the year when units will be available at £2.25 a sq ft. The site is situated on the B1000, between Croydon and Mitcham, by Barnet Cooper and Co, who, with Herring Son and Daw, are letting agents.

In Tipton, Shropshire, light industrial or warehouse units totalling some \$4,000 sq ft are available. The B1000 Free Industrial Estate is a development being carried out by the Royal London Mutual Insurance Society. Units will be built to tenants' requirements and range in size from as little as 3,000 sq ft up to the full unit of 10,000 sq ft. Letting is to be about £1 a sq ft; letting is through Bright Willis of Birmingham, who are also managing agents.

After nearly three years of negotiations Taylor Woodrow Partnership Co have signed with their plans for a new shopping centre of about 100,000 sq ft of warehouses and factories. The site has frontages to Gloucester Road, and Grayslaw plans to build 16 units of 4,000 sq ft each to 11,200 sq ft. A larger unit design will enable larger units to be made available.

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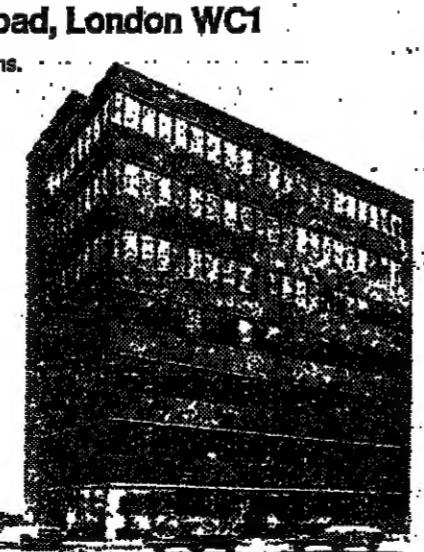
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Why press freedom would be threatened by a journalists' closed shop

In all the many hundreds of weekly, evening and morning newspapers published either nationally or in the provinces in this country there are probably now less than a dozen which, with their editorial staff, operate a "closed shop" agreement, which obliges every member of that staff to belong to a particular trade union. However, where any such agreement does exist, it gives to the trade union concerned two important powers: first, as only its members may provide news for that paper, the trade union could ensure that only news of which it approved could appear; and, secondly, the union could impose its views on its members working for the paper because, if they did not obey union policy, they could be expelled from the union and automatically lose their jobs. If that dozen or so newspapers which now have a closed shop were to be increased substantially, so would the union's opportunity to control newspaper content and its ability to deprive those who did not follow union policy of their jobs in journalism.

The recent industrial dispute at Kettering and the present one at Darlington were directly the result of the attempt by the National Union of Journalists, the bigger of the two trade unions representing journalists in this country, to impose by force a closed shop "agreement" on unwilling management. (It is ironic, indeed, that while successive Secretaries of State for Employment keep saying that a closed shop can only arise by "voluntary agreement between the parties", a powerful trade union can seriously disrupt newspapers in order to force a closed shop on management which regard them as wholly repugnant and would no sooner "agree" to a closed shop than they would to a liquidation petition.)

At present I suggest that freedom of expression prevails throughout the provincial newspapers and now, because there are so few closed shop agreements operating in journalism, it is difficult to respond to the challenge of those who assert that there is no evidence that a trade union would abuse its power in such an agreement.

I do believe, however, that there is in fact already some evidence, which I shall detail later, to indicate the way trade unions have, for their own political motives, wholly unconcerned with the public's right to free expression, sought to influence the content of newspapers or the actions of their members. On this evidence I have no hesitation in forecasting that a closed shop in journalism would produce a tyranny of abuse to the free expression currently afforded to newspapers to the extent that I believe that democracy as we know it in this country would be destroyed. In considering the evidence, I ask three questions:

Can you name a town where, at the last general election, news or advertising from one political party was deliberately excluded from the local paper?

Can you name an evening paper which now refuses to carry news of a particular religious community or political party? Don't know? A paper in the provinces which does refuse to report all the really important events which happen within its circulation area?

These are not facetious questions, and I would be surprised if you did not answer each in the negative. Equally I should be surprised, were all newspapers operating under closed shop agreements to journalise if you did not feel compelled to answer each question affirmatively. Looking at the three questions more closely, and taking account of recent NUJ actions, we can see as follows:

First, a year or two ago a journalist Member of Parliament was accused by a branch of his union, the NUJ, of breaking the union rules when he voted in the House of Commons contrary to union policy. Had he not been an MP and, therefore, able to claim parliamentary privilege, the union could have muzzled him. Thus it is easy to see how the NUJ, or a local branch of it, might instruct its members not to report at a general election, say, the strong anti-union views of a Conservative candidate, or any political party representing policy contrary to the union's interests. Second, journalists on national newspapers have recently refused to work when those papers have contained an advertisement for right-wing organisations. Were there not a universal closed shop, I would expect that it taken even a stage further in the extent that the NUJ would censor any political, religious, or other content of which it disapproved.

Third, the NUJ has just asked the TUC to give "preference" to the dissemination of news through NUJ members. A development of this would simply lead to news ceasing to be reported because of its own inherent news value, and only appearing in a newspaper written by a member of the TUC and given to a member of the NUJ.

Mercifully none of these resolutions was in fact carried and for this, perhaps, we owe the ability and wisdom of the present general secretary, Mr Kenneth Morgan, who has been able to steer the extremists away from wilder actions. Are we to rely, however, on this wise and resolute man and on the hope that he will be succeeded indefinitely in the future by others of such capacity? Is the control of the content of newspapers in this country to depend upon the editor being able to control his extremists at the ADM?

It is said that it would unfair to single out the NUJ from other trade unions in the newspaper industry which already have a closed shop. I suspect, also, that the argument in differentials between journalists and production staff is part of the national trend towards increased remuneration for less desirable work. (It is particularly ironic that, at the very moment that the NUJ are finding themselves called upon to use new technology—as would help to reduce or at least stabilise newspaper costs to readers and advertisers—and would also give the NUJ the opportunity to enhance their earnings, just as production workers have done, the ADM of the NUJ has

ensure that only political views of which it approved could receive publicity and the ability to write in a newspaper would depend upon the individual to suppress and distort news. (Recent examples out of a vast and increasing number available:

• The muzzling of an editorial prepared for *The Sun* when it was critical of the Grunwick "mobs" (July 1).

• The muzzling of the advertisement from the National Association for Freedom in *The Observer* (June 26).

• The muzzling of the report of the Hon David Astor's remarks on censorship in *The Times* (June 24).

• The attempt of a print union successfully prevented all or some publication of material of which it disapproved politically.

If those unions only involved with production can use their closed shop power in this way, it is not impossible to believe that the journalists' union, which is politically more active than the production unions, and which could have a greater opportunity, would not also use its power similarly and with far more insidious and devastating effect? At least with a production union it is known when the power is being used, whereas with a journalists' union the use of the power may never be manifest.

Let us return to the charge of unfairness. It is alleged that it would be impossible or at least undesirable to single out a union's denial of any wish to influence the content of newspapers. Resolutions demanding political censorship abounded at this year's ADM and included the following:

• A ban on any direct access to the media by the National Front.

• A proposal that no member of the National Front should be allowed to be a member of the NUJ (thus, of course, effectively depriving any member of the National Front of a career in journalism—were there a universal closed shop).

• A ban on all advertising from South Africa.

• The blocking of all reports of the "Scotland-Cheile" football match in Santiago.

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poorly paid compared to others who work in the newspaper industry. Because the latter does not seem to be asserted with regard to those journalists who work in the national press, where there is generally no closed shop, but only with regard to those in the provincial press, it is obvious that the argument cannot be true.

In so far, however, as it is true that provincial journalists are poorly paid compared to production staff, this is mainly because changes in production methods in recent years have permitted production staff to claim extras and allowances, and also there has been a trend towards productivity bargaining which, too, has led to higher earnings for production work. I suspect, also, that the argument in differentials between journalists and production staff is part of the national trend towards increased remuneration for less desirable work. (It is particularly ironic that, at the very moment that the NUJ are finding themselves called upon to use new technology—as would help to reduce or at least stabilise newspaper costs to readers and advertisers—and would also give the NUJ the opportunity to enhance their earnings, just as production workers have done, the ADM of the NUJ has

the content. Nevertheless there is a wealth of evidence to show that the production unions are using their power to suppress and distort news. (Recent examples out of a vast and increasing number available:

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In so far, however, as it is true that provincial journalists are poorly paid compared to production staff, this is mainly because changes in production methods in recent years have permitted production staff to claim extras and allowances, and also there has been a trend towards productivity bargaining which, too, has led to higher earnings for production work. I suspect, also, that the argument in differentials between journalists and production staff is part of the national trend towards increased remuneration for less desirable work. (It is particularly ironic that, at the very moment that the NUJ are finding themselves called upon to use new technology—as would help to reduce or at least stabilise newspaper costs to readers and advertisers—and would also give the NUJ the opportunity to enhance their earnings, just as production workers have done, the ADM of the NUJ has

the content. Nevertheless there is a wealth of evidence to show that the production unions are using their power to suppress and distort news. (Recent examples out of a vast and increasing number available:

• The muzzling of an editorial prepared for *The Sun* when it was critical of the Grunwick "mobs" (July 1).

• The muzzling of the advertisement from the National Association for Freedom in *The Observer* (June 26).

• The muzzling of the report of the Hon David Astor's remarks on censorship in *The Times* (June 24).

• The attempt of a print union successfully prevented all or some publication of material of which it disapproved politically.

If those unions only involved with production can use their closed shop power in this way, it is not impossible to believe that the journalists' union, which is politically more active than the production unions, and which could have a greater opportunity, would not also use its power similarly and with far more insidious and devastating effect? At least with a production union it is known when the power is being used, whereas with a journalists' union the use of the power may never be manifest.

Let us return to the charge of unfairness. It is alleged that it would be impossible or at least undesirable to single out a union's denial of any wish to influence the content of newspapers. Resolutions demanding political censorship abounded at this year's ADM and included the following:

• A ban on any direct access to the media by the National Front.

• A proposal that no member of the National Front should be allowed to be a member of the NUJ (thus, of course, effectively depriving any member of the National Front of a career in journalism—were there a universal closed shop).

• A ban on all advertising from South Africa.

• The blocking of all reports of the "Scotland-Cheile" football match in Santiago.

Mercifully none of these resolutions was in fact carried and for this, perhaps, we owe the ability and wisdom of the present general secretary, Mr Kenneth Morgan, who has been able to steer the extremists away from wilder actions. Are we to rely, however, on this wise and resolute man and on the hope that he will be succeeded indefinitely in the future by others of such capacity? Is the control of the content of newspapers in this country to depend upon the editor being able to control his extremists at the ADM?

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MANAGEMENT

Edited by Rodney Cowton

Tesco's high risk tactics ring up sales gains

Empty shelves and queues of delivery vans outside Tesco branches bear witness to the almost embarrassing popularity of the initial stage of its new policy of substituting price cuts for trading stamps.

However, they are measured, Tesco are passing on much bigger price reductions at this stage than the 2 per cent which trading stamps offered and these are being gratefully received by customers. What is not clear, and will not be for some time, is whether the present level of discounts can be sustained at a profit.

Estimates of how far Tesco's grocery prices have dropped since June 8 when they discarded trading stamps vary from between under 5 per cent to 9 per cent depending on the range of products measured.

The AGB Research Company in its "shopping basket" model survey taken on June 21 found a drop of 9 per cent. The survey basket of over 80 items includes meat and dairy products as well as non-perishable goods. As far as Tesco was concerned the reading was 1 per cent above the average before the new policy and a startling 8 per cent below two weeks later.

A crude calculation for the scope for discounting adds the 2 per cent saved from trading stamps to the net margin reported for 1976 of 4.3 per cent to give a figure of 6.3 per cent.

Provided the components of the equation do not change, discounts beyond this level must be at a loss. But what Tesco is aiming for, is an increase in volume of at least 20 per cent and it is possibly prepared to incur short-term losses on some products to achieve this.

Efficiently controlled pricing structures are the heart of the supermarket business. Prices must be flexible enough to adjust both to local competition and to the price charged by



A Tesco high street shopwindow displaying the bargain buy posters which have replaced the familiar trading stamp advertisements.

competitors. But, apart from this, they must stick to the prices they are given.

In fact, there is a growing trend for goods to be delivered direct from manufacturers with store price labels already attached. There are signs that this, already tight centralized control of prices has become sharper since the discount policy was adopted.

Previously, like big competitors such as International Fine Fare and Sainsbury, Tesco selected a small range in its case of 20 or 30 products, to discount on a rota changed fortnightly.

These, specially priced and heavily promoted "buy lines" were designed to win new custom. The discounts were calculated against buying price, usually supported by a reduction from the supplier stock levels and a decrease in the retailer's own gross margin.

Individual managers can further consultation with their regional manager alter the prices if there is particularly intense competition from local

suppliers. At the same time they must be sufficiently consistent to be regularly monitored against profit margins. In

the rapidly moving grocery business, and with a chain in Tesco's case, of 700 branches this is no mean task.

Tesco, like most of its big competitors, operates a central pricing structure. Price changes are calculated at head office and related to the individual store managers.

Within the Tesco chain there is a wide variation in the size, location and overheads carried by the various stores. For any single product there is a tier of up to four different prices depending on the classification of the store.

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The insurance industry in search of an image

It is nine years since television screens advised viewers to "get the strength of the insurance companies around you". That campaign had a remarkably lasting impact, producing one of those classic advertisement jingles that lurk forever in the back of the mind.

The film plus television campaign was also remarkable in being the last major effort by the combined insurance industry to present any coherent image to the public. On Thursday the industry hopes to begin filling that near decade long gap with the launch of a £500,000 advertising push in the national press.

Over the next four months a series of advertisements will appear in national daily papers. This is the first step in a long-term plan to educate a public which seems determined to maintain insurance among that list of taboo and yawn-creating subjects, knowledge of which

immediately puts one beyond the social pale.

Although few people in the country can have managed to avoid any contact with insurance, every opinion poll confirms the fact that the "Man From The Pru", or his equivalent, sells a necessary, but totally incomprehensible product.

With at least the shadow of future political interference in the back of their minds the insurers have been forced to abandon their cosy position of retaining a wall of ignorance between themselves and their public. As policyholders, the public may be happy enough to rely upon the efficiency of this £10,000 industry without understanding it. But as voters the industry would like them on its side.

The "long-term political implications of next week's campaign are being played down by everyone concerned". Mr Geoffrey Haslam, chief general manager of the Prudential Assurance and recently elected

chairman of the British Insurance Association, makes it clear that this is not a parallel to the banks' anti-nationalisation advertisement campaign.

"Nationalisation is not even mentioned," he explains. "This is simply an attempt to get over to the public what insurance companies do and how they operate."

In opinion research studies carried out for the Insurance Association's John Research Council - representing the country's 300 leading companies within the BIA, The Life Offices' Association, Industrial Life Offices and Associated Scottish Life Offices - three main points

emerged. First, research showed that the public feel that insurance companies, particularly life insurance companies, provided a good service at a personal level. But there is a desire to know more about the workings of the industry.

Secondly, polls indicated very little awareness of the industry's wider role within the economy. At the same time this impre-

ssion of goodwill towards the insurers was matched by an equally impressive level of ignorance about their activities.

Finally, and in political terms most critically, the research confirmed the feeling that there is general approval of inter-company competition and freedom of choice for policyholders.

One of the few published and statistically respectable opinion polls on the subject in recent years underlines these strengths and weaknesses in the insurers' image. The poll, carried out by Louis Harris International and the City University Business School for Seneca Insurance showed that 91 per cent of the sample felt that motor insurers did a good job and 82 per cent also said that life offices performed well.

Competitive ratings for other institutions show, for example, that only 39 per cent of that sample felt as enthusiastic about Parliament's efforts, 46 per cent about the trade unions and 71 per cent about the press.

John Bremer,

Guide for redundant managers

Few of life's problems are likely to cause a manager more difficulty than redundancy, particularly if it happens in middle age. The reaction is all too often one of depression, panic, or both.

These responses are frequently prompted not simply by the loss of a job, but also by bewilderment as to how best to set about seeking suitable alternative employment. One of the most useful attempts to ease this problem has come in the last week from the British Institute of Management with the publication of their *Guidelines for the Redundant Manager*.

In 20 pages, it outlines the legal position on redundancy pay and unemployment benefit.

Changes at

the top could provide an opening for you

fins, discusses possible problems over mortgages and pensions, and lists organizations which offer consultancy and other services to assist the redundant.

It also gives a 17-point guide to job hunting. Apart from the obvious things such as the preparation of a curriculum vitae, responding to job advertisements and so on, it makes some suggestions for slightly less obvious approaches.

For example, it notes that newly appointed senior managers often recruit new staff, and it may therefore be worth while approaching a potential employer after he has announced top-level changes.

It also suggests that a standard curriculum vitae may give the impression that the candidate has been seeking a job a long time, and that it may be beneficial to adjust the curriculum vitae so as to highlight different aspects of the candidate's experience according to the type of job and company to which the application is being made.

Finally, we wish to report to you the current position of the issue we are facing in respect of the SMON litigation.

As you know, the Tokyo District Court made a definite proposal for settlement this year. On 15th March, the Government stated that they will participate in discussions for an amicable settlement. We are now making sincere efforts to solve this issue by amicable settlement.

The above report summarises our business activities during the year. The business climate in which the industry operates is expected to be more severe in the future. We will do our utmost to reinforce the foundation of the Company, as well as that of our subsidiaries in this era of low economic growth through the development of new products and the strengthening of overseas operations.

Sales of our industrial chemicals increased despite a delay in market recovery and operations returned approximately to the previous level.

We sincerely wish that we shall be favoured with your continued understanding and assistance.

Takeda Chemical Industries, Ltd.

 武田薬品工業株式会社

Report by Mr. Shinbei Konishi, President, for the financial year ended 31st March 1977

The Japanese economy recovered slowly during the year under review supported by a favourable level of exports. However, consumer spending and private capital investments remained low and general economic conditions continued to be stagnant partly as a result of the delay of Government measures to counter the recession.

In all sectors of our business, domestic demand and exports generally increased during the period, although competition was keen; market conditions continued to be adverse and the general business climate was unfavourable. However, we continued our efforts to increase sales of pharmaceuticals and other products and to introduce new products to the market and, as a result, total sales for the year amounted to ¥303.6 billion, 10% above the record of last year. Net earnings were ¥7.4 billion, a slight increase over the previous year despite an increase in personnel and other expenses.

In the pharmaceuticals division, there was a fairly large increase in sales, supported by increased demands for antibiotics, enzyme preparations and bulk products for export, as well as by the introduction of new products to the market.

On the other hand, we regret that our sales of food products decreased. Sales of beverages suffered because of unfavourable summer weather and because of strong competition, and demand for seasonings did not increase as expected. Nittaku Foods Co., Ltd., which was established as a joint venture with Nippon Suisan Kaisha, Ltd. for entry into the retort pouch field, was dissolved as of the end of March this year in view of unfavourable market conditions, and because of production and distribution difficulties. We will re-examine this line of business in the future.

Sales of our industrial chemicals increased despite a delay in market recovery and operations returned approximately to the previous level.

We saw a considerable recovery in sales of agricultural chemicals as a result of stock adjustments in the market

LETTERS TO THE EDITOR

Whitehall plans for further public spending cuts would be 'unacceptable'

From Mr Geoffrey Dearn

Sir, I would like to read David Blake's report (July 2) on Whitehall's document on expenditure plans for the next five years which predicted an annual growth in public spending of 2 per cent in real terms from 1975 onwards. If these plans are approved, this represents a further cut of at least £2,500m. The scale of such a cutback would be completely unacceptable to the trade union movement.

Previous cutbacks have been justified by the Government by reference to short-term economic expedient, but the draft plans proposed by David Blake are additional proof of serious long-term damage to services.

After allowing for public spending cuts made in July and December 1976, and updating the figures to 1976

prices, the public spending

projections outlined in the February White Paper (Cmnd 6551) show that public spending would increase by over 10 per cent in 1975-76. However, the new plans of only 2 per cent growth if only 2 per cent growth is executed, this represents a further cut of at least £2,500m. The scale of such a cutback would be completely unacceptable to the trade union movement.

The NEDO "improved industrial performance scenario" is based on gross domestic product growth in 1975-76 at 3.4 per cent. A cut to 2.7 per cent would mean a severe drop in the proportion of national income available to the public sector and this, of course, does not include the cutting effect of cash limits.

The depressing effect of

Small firms and the role of directors

From Mr Clifford Jackson

Sir, In his reply to my letter of May 31, Mr Hutchinson, speaking for the Institute of Directors, favours allowing small companies to fail as a result of market forces. This is scarcely patriotic!

Companies with less than 5,000 employees produce 49 per cent gross national product and provide employment for 55 per cent of all engaged in manufacturing.

Ought we to allow some of these to fail, and the employment of their sons and daughters? For want of directors, managers, trade union officials, shop workers, or even members of the general public?

One of the main purposes of our export effort is to pay for food which we are at present unable to produce ourselves. Surely, then, it would make good sense for us, in view of relatively few years, from North Sea oil, to deploy the substantial financial resources flowing for investment in the modernization of our exporting industries.

One suggestion is that the Institute of Directors or the Confederation of British Industry should outline a "job specification" and a "person specification" for a director to assess those who aspire to become professional directors, and award a qualification which could be withdrawn if ill-discipline or incompetence

Companies could then choose from among a cadre of qualified directors, the few who best fit their industry and continue to compete.

A leavening of directors with wider perspectives, coupled with more widespread employee participation in the policies to achieve these, to ensure that resources are available, including key management, and to monitor progress towards those goals.

While boards are primarily concerned with making a sufficient return on present capital in order to attract more capital when it is required, modern directors recognize that

Index-linked state pensions

From Mr A. Furse

Sir, You report (June 22) that

the ministry has once again

given a financial favour to one

section of the nation (including

senior citizens)

at the expense of

the rest of the nation.

I see this as discriminatory

and unfair to the majority of the nation.

It is clearly going to be an

uphill battle to create a

more acceptable image of

the insurance industry.

It is also clear that the

ministry has

been

misled

by the

insurance

industry

in its

attempt

EDITOR

public
unacceptable

BY THE FINANCIAL EDITOR

Bid sights set on Decca?

is no secret that most of the leading electrical companies—GEC, EMI and Racial to name three—would be interested in buying Decca. Equally it is known that Sir Edward Lewis, Decca's man and founder, has not in the past been willing to countenance ideas of a takeover, nor indeed he forthcoming about plans for his successor despite the fact he is now 77.

of course, Sir Edward is able to brush off intruders since with his family and associates he dominates the company through holdings of the strategic voting

shares.

Sir Edward is shown as being interested

in

and

by

and

Educational & Public Appointments

also on pages 9 and 10

Henley**MARKETING - ECONOMICS - PSYCHOLOGY****ABILITIES**

The College wishes to appoint persons well qualified and of high calibre in one or more of the above subjects. A high level of teaching ability is also required, both in lectures and smaller groups.

Those appointed should have the experience to be able to take on the direction of major College courses within 2 or 3 years. Ideal candidates combine experience with high academic qualifications. Must be able to supervise candidates for higher degrees for whom the college has responsibility through its link with Brunel University and would be a Recognised Teacher of the University.

In the University range from Lecturer to Professor plus USS and removal allowance.

A detailed C.V. please to:

The Principal,
HENLEY, THE ADMINISTRATIVE STAFF COLLEGE
Greenlands, Henley-on-Thames, Oxon RG9 3AU.**THE LONDON CHAMBER OF COMMERCE AND INDUSTRY****COMMERCIAL EDUCATION SCHEME**

Applications are invited for the post of

DIRECTOR

Duties will include the general oversight and promotion of the Chamber's examinations, liaison with other educational bodies, administrative and academic services for various sub-committees and speaking at conferences and seminars.

Candidates should have wide experience of business education and preferably have held a post of senior responsibility connected with Further Education. Salary will be determined according to qualifications and experience.

For further details and application form please write for the personal attention of or telephone Mr W. F. Nicholas, Director, London Chamber of Commerce and Industry, 69 Cannon Street, London EC4N 5AB or tel. 236 9129.

Faculty of Science
Department of Chemistry
Department of Mathematics**Research Students**

are offered opportunities to pursue work for the MPhil and PhD of the Council for National Academic Awards. The preferred areas in mathematics are group representations, timetables and the history of mathematics and in chemistry are physical organic or physical inorganic.

The name of a suitable applicant with a first or upper second class honours degree will be submitted to the Science Research Council for a Quota Award.

Applications (no forms) should give a full curriculum vitae and the names of two referees and should be sent by 15 July to: Science Faculty Administrative Officer, Ref. A102, North West London Polytechnic, Remond Road, London, NW8 4LZ.

NELP North East London Polytechnic**SURREY****CHARTERHOUSE**

Owing to further increase in the Science Department, two applications are invited for the post of MASTER to teach CHEMISTRY to Scholarship and University Entrance level. Accommodation available.

Applications, together with curriculum vitae, references and details of extra curricular interests to the Headmaster, Charterhouse, Godalming GU7 2JU.

RE-ADVERTISEMENT
MIND (NATIONAL ASSOCIATION FOR MENTAL HEALTH)
22 Harley Street, London WIN 2ED**PROJECT DIRECTOR FAIRHAVEN**

MIND seeks an experienced person to lead the team in a residential action research project at Blackheath. The project aims to explore and develop methods by which young men and women can overcome the negative aspects of extensive institutional experience and acquire the basic social survival skills. Apart from the research and demonstration aspects of the project MIND seeks to implement and test major themes of its public educational activities. This is a unique and important opportunity for an individual who has an interest in working with young people. The project which needs an experienced professional from the field of social services or education or a related field. The successful applicant is likely to have at least 3 years' experience at a senior level in his or her field, and be able to provide a functional leadership to the project whilst enabling the staff team and residents to develop their own skills.

SALARY: NJC Scale 8 plus £570 special responsibility and £100 per week additional working time.
FOR APPLICATION AND PROJECT DESCRIPTION: write to Ron Lacey, Social Work Adviser, MIND (National Association for Mental Health), 22 Harley Street, London WIN 2ED, or telephone 01-637 0741. (CLOSING DATE 28 JULY).

DEPARTMENT OF METALLURGY AND SCIENCE OF MATERIALS**UNIVERSITY OF OXFORD****CORROSION RESEARCH**

Applications are invited for a University Research post in the general field of corrosion protection, oxidation and reactivity for developing and maintaining research facilities and activities in this area. The appointment will be made as soon as possible after 1 October, 1977 on the scale £3,332 to £6,555.

Applications, including a curriculum vitae, names and addresses of two referees, list of publications, research experience and proposed research programmes should be sent by 31 August to Sir Peter Hirsch, Department of Metallurgy and Science of Materials, University of Oxford, Parks Road, Oxford OX1 3PH.

KELLY COLLEGE

(HMC, 275 boys, 28 sixth form girls)

The Governors invite applications for the post of:

BURSAR

which will become vacant on 1st August, 1978 on the retirement of the present holder. Candidates should be between ages 35 and 50 and should have had wide administrative and financial experience with a high degree of responsibility.

Further particulars and application forms are obtainable from The Clerk to the Governors, c/o Messrs. Foot & Bowden, 70/72 North Hill, Plymouth PL4 8RH. Completed applications should be returned before 30th September, 1977.

UEA NORWICH**LECTURESHIPS IN ECONOMICS**

Applications are invited for two posts, one of which will be tenured for the academic year 1977-78 and the other for a period of three years given to candidates able to teach in the fields of economic theory, mathematical economics, initial work within the range 23-33-6-33, and ESU, USSR.

Applications (one copy only) giving full particulars of qualifications and experience, together with three persons to whom reference may be made, should be sent to the Economics Officer, University of East Anglia, Norwich NR4 7TJ, by 15 July 1977. It is naming three referees you are particularly recommended those who can immediately recommend you. No fee or application fee is required. Please write clearly and briefly to be considered for the established post.

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Stock Exchange Prices

Capitalization and week's change

ACCOUNT DAYS: Dealings Begin, Today. Dealings End, July 22. Contango Day, July 25. Settlement Day, Aug. 2.

§ Forward bargains are permitted on two previous days.

(Current market price multiplied by the number of shares in issue for the stock quoted)

